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In the Claims:

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42. (new) A system for hiring an employee comprising: inputting data, having a Model Identification step review said data and output results; having a Model parameter estimation step review said output results; and outputting final results where said model identification step comprises identifying by decision nodes and uses artificial neural networks to review said data, where said model parameter estimation step uses machine learning to review said output results and where said results have two states.

43. (new) A system according to claim 42 where said states are hire and do not hire.

44. (new) A system according to claim 42 where said data is biographical data.

45. (new) A system according to claim 42 where said data is personality data.

46. (new) A system for hiring an employee comprising: inputting data, having a Model Identification step review said data and output results; having a Model parameter estimation step review said output results; and outputting final results where said model identification step comprises identifying by decision nodes and uses artificial neural networks to review said data, where said model parameter estimation step uses machine learning to review said output results and where said results have three states.

47. (new) A system according to claim 46 where said states are no not move forward, move forward with caution and move forward.

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48. (new) A system according to claim 46 where said data is biographical data.

49. (new) A system according to claim 46 where said data is personality data.

50. (new) A system for hiring an employee comprising: Inputting data, having a Model identification step review said data and output results; having a Model parameter estimation step review said output results; and outputting final results where said model identification step comprises identifying by decision nodes and uses fuzzy inference systems to review said data, where said model parameter estimation step uses machine learning to review said output results and where said results have two states.

51. (new) A system according to claim 50 where said states are hire and do not hire.

52. (new) A system according to claim 50 where said data is biographical data.

53. (new) A system according to claim 50 where said data is personality data.